

DDS&T-437/80

31 JAN 1980

MEMORANDUM FOR: Director, Office of Personnel Policy,  
Planning, and Management

FROM: Leslie C. Dirks  
Deputy Director for Science and Technology

SUBJECT: Retroactive Salary Increase for  
Messrs. [REDACTED]  
[REDACTED]

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1. Included in the DDS&T submissions for the most recent supergrade (SIS) promotion exercise were promotion recommendations from SPS002 to SPS003 for Messrs. [REDACTED]. Unfortunately, these recommendations (attached) became entwined with Senior Intelligence Service (SIS) conversion procedures and could not be accommodated in the new system, i.e., there was no equivalent in the SIS for going from SPS002 to SPS003.

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2. Given the accommodations made in converting to the SIS to ensure that no one was adversely affected financially, I feel that these two individuals were treated somewhat unfairly. The SIS system was amended to permit entry of certain GS-15 officers at pay levels above the SIS-1 base pay, and in my view both Messrs. [REDACTED] deserve similar considerations. Each was evaluated and recommended for essentially in-grade advancement at a time when the SIS conversion process was still under study. The recommendations were forwarded at the same time as the GS-15 officers cited above, but accommodations were made only for the latter.

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Downgrade to ADMINISTRATIVE-  
INTERNAL USE ONLY when  
separated from attachments.

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[REDACTED]

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Thus, in my view Messrs. [REDACTED] were unable to receive the advancement they earned and deserve.

3. In view of the foregoing circumstances, I recommend you approve a retroactive pay adjustment effective 13 January 1980 for Messrs. Manners and Markowitz increasing their salaries from \$49,499 to \$50,112.50 within SIS-2. I believe such action would be consistent with the spirit of the SIS and accomplish what was originally intended with the initial promotion recommendation.

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[REDACTED]  
Leslie C. DirksAttachments:  
as stated

APPROVED:

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Director, Office of Personnel Policy,  
Planning, and Management

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Date